

6e Technologies

NTT America Case Study:

Transitioning Human Resource processes from Peoplesoft to HCM Cloud



HCM Cloud

About

Headquartered in New York with branch offices spread across the United States, NTT America (NTTA) is leading the North and South American sales and marketing effort of NTT Communications Group. NTT America provides corporate customers with one-stop business communications solutions combining private network services, Global IP Network services, and Enterprise Hosting services. NTT America's Data Center Services leverage the company's strong customer care and engineering quality to provide application hosting, collaborative messaging, and a range of managed services.

6e Technologies was hired by NTTA to transition their global HR system out of Peoplesoft to HCM Cloud.

Challenges

The first challenge that we faced was that the current Peoplesoft installation needed to be upgraded. Many of functionalities required by NTTA were not implemented including Benefits, Time and Labor and Performance Management.

The second was that we had to choose to either to upgrade Peoplesoft to get latest functionality to include these missing functions. Or, we had to look for other solutions that could be implemented with minimum disruption to the business.

Lastly, NTTA is not in a position to replace the current Peoplesoft ERP system. We had to find a way to carve out the required pieces in Human Resources to transition and keep rest of the Peoplesoft ERP functioning as it is.

Execution

6e Technologies worked with NTTA to transition Global HR to HCM cloud and implement Benefits Administration module on the new system. The team made sure that the integrations between the payroll systems worked seamlessly in the new architecture. We did this while designing and developing new integrations for the Benefits module.

To achieve this, 6e Technologies performed its internal Rapid Implementation Methodology using Oracle's Rapid Implementation templates and its own project management expertise. The team used a unique implementation method where the system integrators met with the system users at client site only for requirement gathering, conference room pilots, and go-live. During the duration of the implementation process, the team worked to configure the system and used remote meeting technologies whenever needed. This approach ensured a large savings for the client as the travel involved was minimal. During the last phase of the implementation, 6e Technologies ensured that its team was on site working closely with NTTA.

Results

In Phase I of the project, we carved out the Global Human Resource, Benefits and Administration while re-creating the existing interfaces. We did this while being sure to not disrupt the current Peoplesoft ERP financial processes.

We successfully transitioned all the Peoplesoft data to third party integrations with HCM Cloud.

Conclusion

6e Technologies has been successful in carving out the Global Human Resource functionalities out of Peoplesoft and into HCM Cloud. This has allowed NTTA to become much more flexible with their processes and quickly perform actions. HCM Cloud enables NTTA to operate with speed, keep employees engaged and informed to adapt quickly to an agile business environment.



HCM Cloud